## 4.2 alcohol and drug use

 The PRAMP Committee is committed to a safe, healthy, and productive work environment for all workers, free from the effects of drugs and alcohol. The use of drugs and alcohol impairs judgment resulting in increased safety risks, injuries, and faulty decision-making.

*Drugs are defined as any drug, chemical or agent that may be used to alter the way the body or mind functions, the possession, use, distribution or sale of which is illegal under federal, provincial or local law. Drugs also include the misuse of a medication, including the use of a prescription medication without a proper prescription or not in accordance with the prescription, and the use of a non-prescription medication other than in accordance with the manufacturer’s directions.*

### 4.2.1 Expectations

Workers are expected to fulfill their contractual obligations in a manner where they are fit for duty and able to perform their duties safely and to the required standard; workers must remain fit for duty for the duration of their scheduled work.

To maintain a safe working environment, workers must not use or be under the influence of alcohol or drugs on PRAMP property and worksites. Performing duties while under the influence of alcohol and/or drugs is prohibited and may lead to the immediate termination of a contractor relationship.